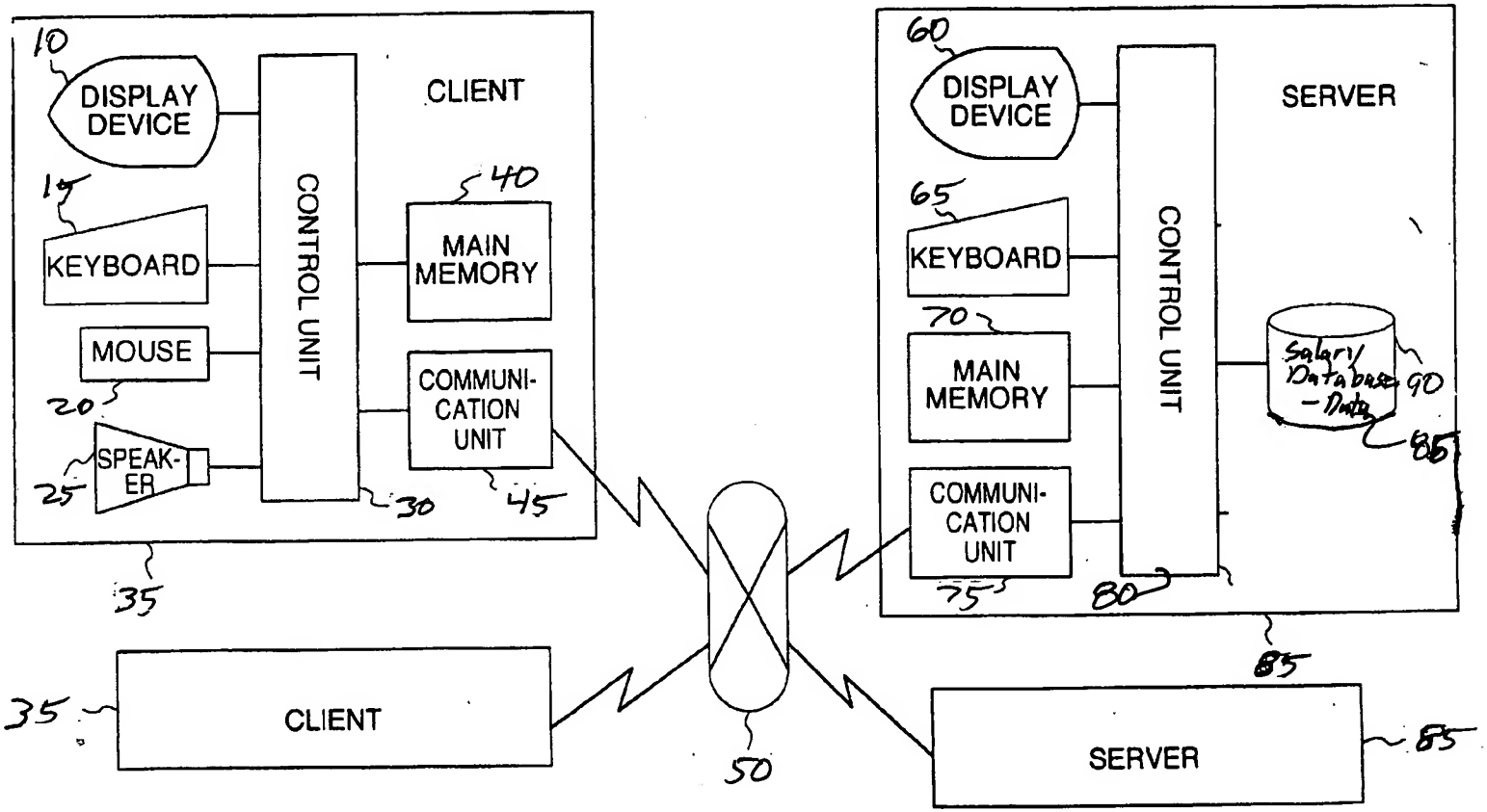
FIG.1


10
DISPLAY DEVICE
CLIENT
15
KEYBOARD
MOUSE
20
25
SPEAK-ER
CONTROL UNIT
40
MAIN MEMORY
COMMUNI-CATION UNIT
30
45
35
60
DISPLAY DEVICE
SERVER
65
KEYBOARD
70
MAIN MEMORY
COMMUNI-CATION UNIT
75
CONTROL UNIT
80
Salary Database - Data
90
85
85
35
CLIENT
50
SERVER
85

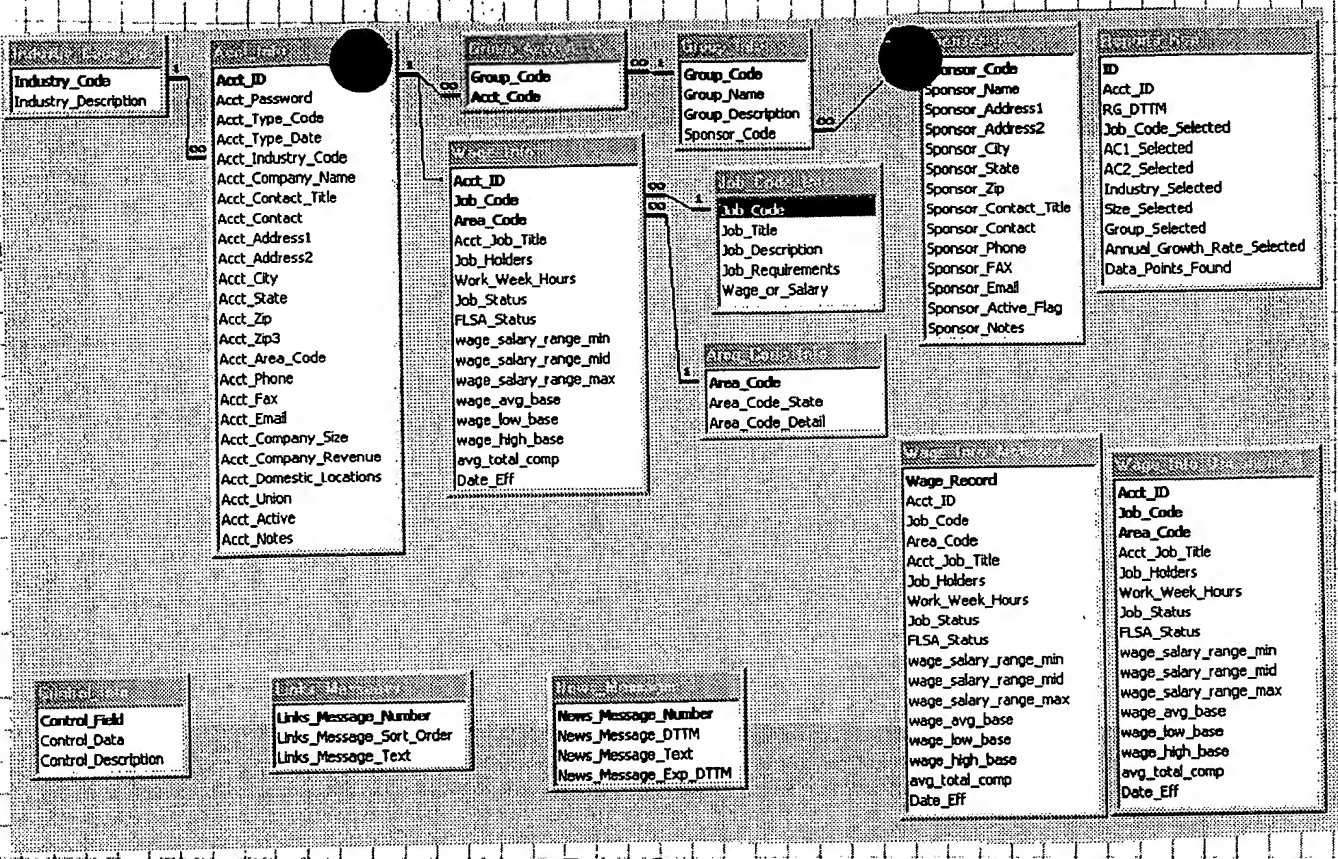


Fig 2

Name	Type	Size	Description
Area_Code	Text	3	Area Code
Area_Code_State	Text	2	State where this area code is used
Area_Code_Detail	Text	100	Local area within state where this area code is used

Fig 4

Name	Type	Size	Description
Control_Field	Text	30	Area within application which can be controlled by setting the Control_Data field during setup (administrative function)
Control_Data	Text	50	Data entry which controls how the application behaves
Control_Description	Text	255	A description of the area controlled by the setting

Fig 5

Name	Type	Size	Description
Acct_ID	Text	20	Customer Account ID
Acct_Password	Text	20	Customer Password
Acct_Type_Code	Text	1	Type of Account Code --> 'C'=Contributor 'S'=Subscriber 'A' Administrator
Acct_Type_Date	Date/Time	8	Expiration Date For This Account
Acct_Industry_Code	Text	10	Industry Code
Acct_Company_Name	Text	50	Company Name
Acct_Contact_Title	Text	50	Account Contact Title
Acct_Contact	Text	50	Account Contact Name
Acct_Address1	Text	50	Account Address 1
Acct_Address2	Text	50	Account Address 2
Acct_City	Text	50	Account City
Acct_State	Text	2	Account State
Acct_Zip	Text	10	Account Zip
Acct_Zip3	Text	3	First 3 characters of Default Zip
Acct_Area_Code	Text	3	Account Default Area Code
Acct_Phone	Text	20	Account Contact Phone Number
Acct_Fax	Text	20	Account Contact FAX Number
Acct_Email	Text	50	Account Contact E-Mail Address
Acct_Company_Size	Long Integer	4	Number of Employees
Acct_Company_Revenue	Currency	8	Total Company Revenue in 000's
Acct_Domestic_Locations	Long Integer	4	Number of Domestic Locations
Acct_Union	Yes/No	1	Flag to indicate whether this account has a union
Acct_Active	Yes/No	1	Flag to indicate whether this account is active or inactive
Acct_Notes	Text	255	Account Notes

Fig 3

Name	Type	Size	Description
Group_Code	Text	20	Group code maintained in the Group_Info table.
Acct_Code	Text	20	Account code maintained in the Acct_Info table.

Fig 6

Name	Type	Size	Description
Group_Code	Text	20	Code assigned to the group
Group_Name	Text	50	The name associated with the group code
Group_Description	Text	255	A description of the group
Sponsor_Code	Text	20	The code of the sponsor this group belongs to

Fig 7

Name	Type	Size	Description
Industry_Code	Text	10	Code assigned to the Industry (may be SIC)
Industry_Description	Text	50	The description associated with the code.

Fig 8

Name	Type	Size	Description
Job_Code	Text	10	The code assigned to the job
Job_Title	Text	50	The title associated with the job. This field may be used to match jobs.
Job_Description	Memo	-	A detailed description of the job. This field may also be used to match jobs.
Job_Requirements	Text	255	Additional job requirements needed to do the job (i.e. schooling, certifications, etc.)
Wage_or_Salary	Text	1	A one character flag indicating whether the wage/salary data for the specific job is in $/hour or $/year.

Fig 9

Name	Type	Size	Description
Links_Message_Number	Long Integer	4	Internally generated number.
Links_Message_Sort_Order	Text	10	The order to be used to display the Link Messages.
Links_Message_Text	Text	255	The actual message to display with the embedded web address to the specified site.

Fig 10

Name	Type	Size	Description
News_Message_Number	Long Integer	4	Internally generated number.
News_Message_DTTM	Date/Time	8	The date/time of the news message.
News_Message_Text	Text	255	The text of the news item.
News_Message_Exp_DTTM	Date/Time	8	The date/time this message should no longer display.

Fig 11

Name	Type	Size	Description
ID	Long Integer	4	Internally generated number.
Acct_ID	Text	20	The account code of the company running the report.
RG_DTTM	Date/Time	8	The date/time the report was run.
Job_Code_Selected	Text	10	The job code selected for reporting.
AC1_Selected	Text	3	The first Area Code selected.
AC2_Selected	Text	3	The second Area Code selected.
Industry_Selected	Text	10	The Industry selected.
Size_Selected	Text	10	The company size selected.
Group_Selected	Text	20	The group selected.
Annual_Growth_Rate_Selected	Text	6	The annual growth rate entered.
Data_Points_Found	Long Integer	4	The number of data points found for report generation.

Fig 12

Name	Type	Size	Description
Sponsor_Code	Text	20	The code associated with the sponsor.
Sponsor_Name	Text	50	The name of the sponsor.
Sponsor_Address1	Text	50	Address #1 of the sponsor.
Sponsor_Address2	Text	50	Address #2 of the sponsor.
Sponsor_City	Text	50	The sponsor's city.
Sponsor_State	Text	2	The sponsor's state.
Sponsor_Zip	Text	10	The sponsor's zip code.
Sponsor_Contact_Title	Text	30	The sponsor contact's title.
Sponsor_Contact	Text	50	The name of the sponsor contact.
Sponsor_Phone	Text	20	The sponsor's phone number.
Sponsor_FAX	Text	20	The sponsor's FAX number.
Sponsor_Email	Text	50	The sponsor's E-mail address.
Sponsor_Active_Flag	Yes/No	1	A flag indicating whether or not a sponsor is active or inactive.
Sponsor_Notes	Memo	-	Comments

Fig 13

Name	Type	Size	Description
Acct_ID	Text	20	The account ID. This id must be in the Acct_Info table.
Job_Code	Text	10	The job code for which there is wage/salary data.
Area_Code	Text	3	The area code of where this job is located. This area code may not necessarily be the Contributor's Area Code.
Acct_Job_Title	Text	50	The job title as entered by the contributor.
Job_Holders	Long Integer	4	The number of people in this specific job for this account in the specific area as specified by the area code.
Work_Week_Hours	Double	8	The number of hours in the work week for this job.
Job_Status	Text	1	F – Full Time P – Part Time
FLSA_Status	Yes/No	1	Whether the job is exempt or non-exempt.
wage_salary_range_min	Currency	8	The minimum wage/salary range for the job.
wage_salary_range_mid	Currency	8	The mid wage/salary range for the job.
wage_salary_range_max	Currency	8	The maximum wage/salary range for the job.
wage_avg_base	Currency	8	The average base wage/salary for the job.
wage_low_base	Currency	8	The low base wage/salary for the job.
wage_high_base	Currency	8	The high base wage/salary for the job.
avg_total_comp	Currency	8	The average total compensation for the job.
Date_Eff	Date/Time	8	The date the information was obtained.

Fig 14

Name	Type	Size	Description
Wage_Record	Long Integer	4	Internally generated number.
Acct_ID	Text	20	The account ID. This id must be in the Acct_Info table.
Job_Code	Text	10	The job code for which there is wage/salary data.
Area_Code	Text	3	The area code of where this job is located. This area code may not necessarily be the Contributor's Area Code.
Acct_Job_Title	Text	50	The job title as entered by the contributor.
Job_Holders	Long Integer	4	The number of people in this specific job for this account in the specific area as specified by the area code.
Work_Week_Hours	Double	8	The number of hours in the work week for this job.
Job_Status	Text	1	F – Full Time P – Part Time
FLSA_Status	Yes/No	1	Whether the job is exempt or non-exempt.
wage_salary_range_min	Currency	8	The minimum wage/salary range for the job.
wage_salary_range_mid	Currency	8	The mid wage/salary range for the job.
wage_salary_range_max	Currency	8	The maximum wage/salary range for the job.
wage_avg_base	Currency	8	The average base wage/salary for the job.
wage_low_base	Currency	8	The low base wage/salary for the job.
wage_high_base	Currency	8	The high base wage/salary for the job.
avg_total_comp	Currency	8	The average total compensation for the job.
Date_Eff	Date/Time	8	The date the information was obtained.

Fig 15

Name	Type	Size	Description
Acct_ID	Text	20	The account ID. This id must be in the Acct_Info table.
Job_Code	Text	10	The job code for which there is wage/salary data.
Area_Code	Text	3	The area code of where this job is located. This area code may not necessarily be the Contributor's Area Code.
Acct_Job_Title	Text	50	The job title as entered by the contributor.
Job_Holders	Long Integer	4	The number of people in this specific job for this account in the specific area as specified by the area code.
Work_Week_Hours	Double	8	The number of hours in the work week for this job.
Job_Status	Text	1	F – Full Time P – Part Time
FLSA_Status	Yes/No	1	Whether the job is exempt or non-exempt.
wage_salary_range_min	Currency	8	The minimum wage/salary range for the job.
wage_salary_range_mid	Currency	8	The mid wage/salary range for the job.
wage_salary_range_max	Currency	8	The maximum wage/salary range for the job.
wage_avg_base	Currency	8	The average base wage/salary for the job.
wage_low_base	Currency	8	The low base wage/salary for the job.
wage_high_base	Currency	8	The high base wage/salary for the job.
avg_total_comp	Currency	8	The average total compensation for the job.
Date_Eff	Date/Time	8	The date the information was obtained.

Fig 16

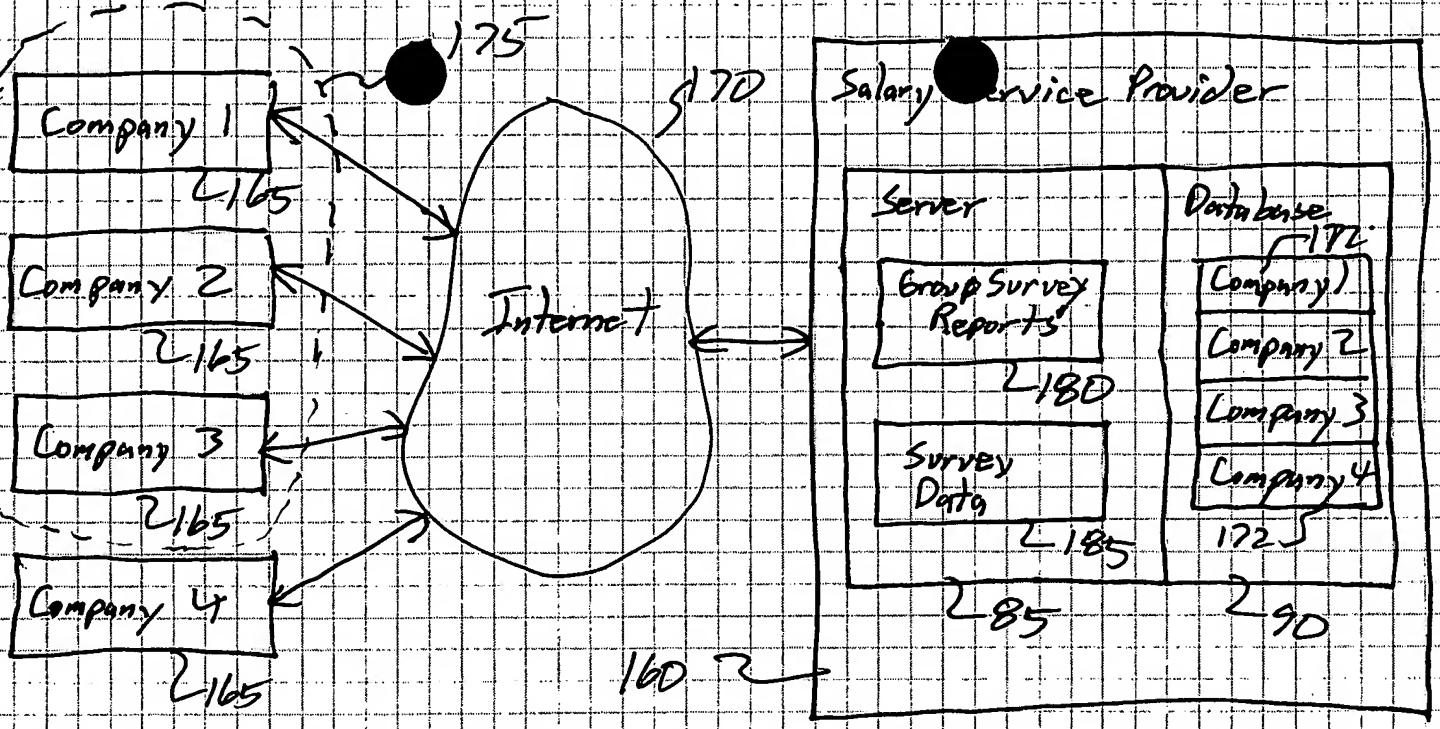

Company 1
Company 2
Company 3
Company 4
165
175
170
Internet
Salary Service Provider
Server
Group Survey Reports
180
Survey Data
185
Database
172
Company 1
Company 2
Company 3
Company 4
185
190
160

Fig 17

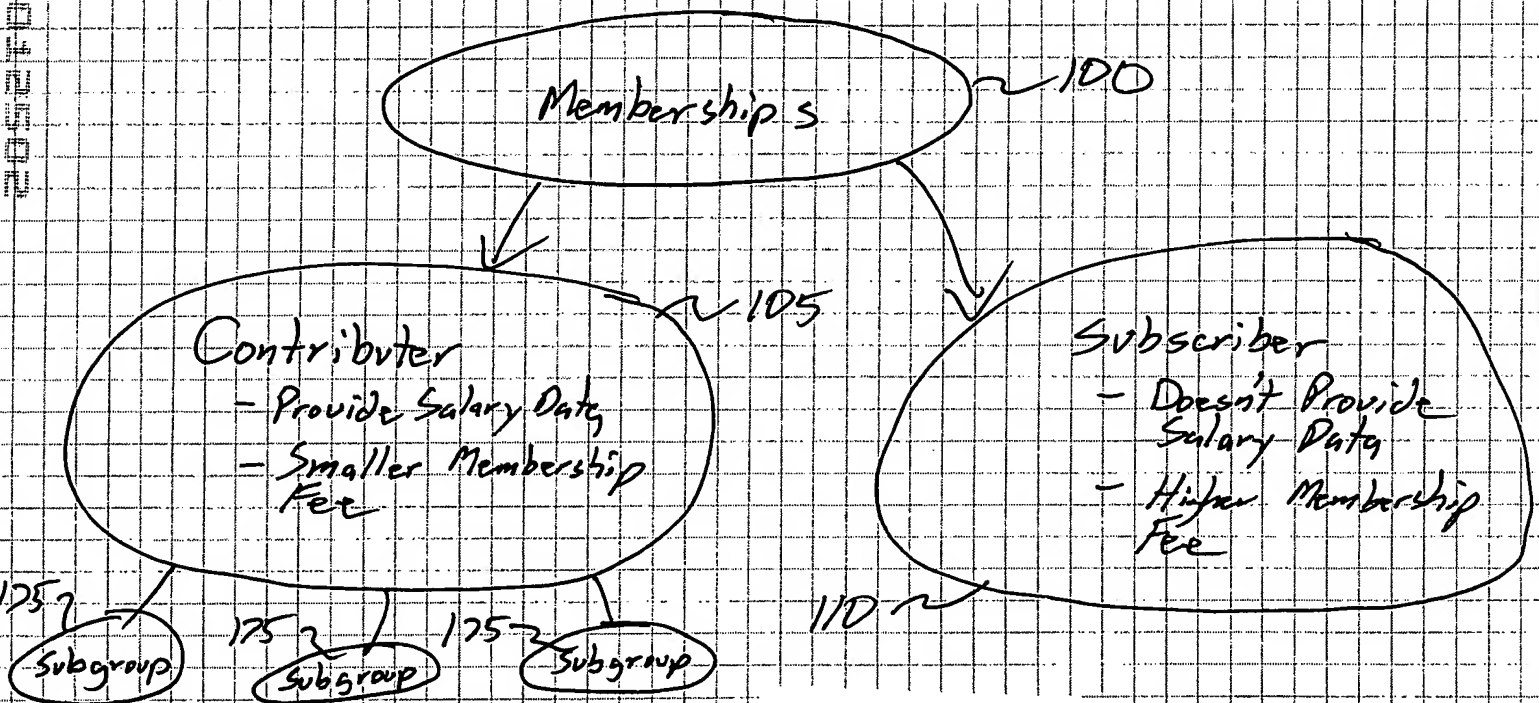

Memberships
100
Contributer
- Provide Salary Data
- Smaller Membership Fee
105
Subscriber
- Doesn't Provide Salary Data
- Higher Membership Fee
110
Subgroup
Subgroup
Subgroup
175
175
175

Fig 18

Salary Report

Job Code:	**C215**
Job Title:	**Payroll Clerk**
Job Summary:	Processes payroll time sheets to ensure accurate payroll calculations and compliance with company payroll policies. Applies appropriate tax rates. Prepares special reports.
Job Requirements:	High School plus 2 years of related experience.

Profile of Sample

Area Codes:	**516-212**	*Industry:*	**Banking**	*Avg Company Size:*	**2,423**
Records Matching:	**53**	*Number/ Exempt:*	**0**	*Number/ Non-Exempt:*	165
Avg. Hrs/Week:	**38.45**	*Total Incumbents:*	**165**		

Processed Wage/Salary Information: (Per Hour)

Avg Base Wage:	**$14.77**	*Avg Range Minimum:*	**$11.10**	*Avg Total Compensation:*	**$14.81**
25th Pctl:	**$13.24**	*Avg Range Midpoint:*	**$14.25**	*25th Pctl:*	**$13.36**
50th Pctl:	**$14.69**	*Avg Range Maximum:*	**$16.87**	*50th Pctl:*	**$14.83**
75th Pctl:	**$15.88**	*Avg Range Spread:*	**51.98%**	*75th Pctl:*	**$15.96**
Std Dev:	**$0.81**				

Fig 19

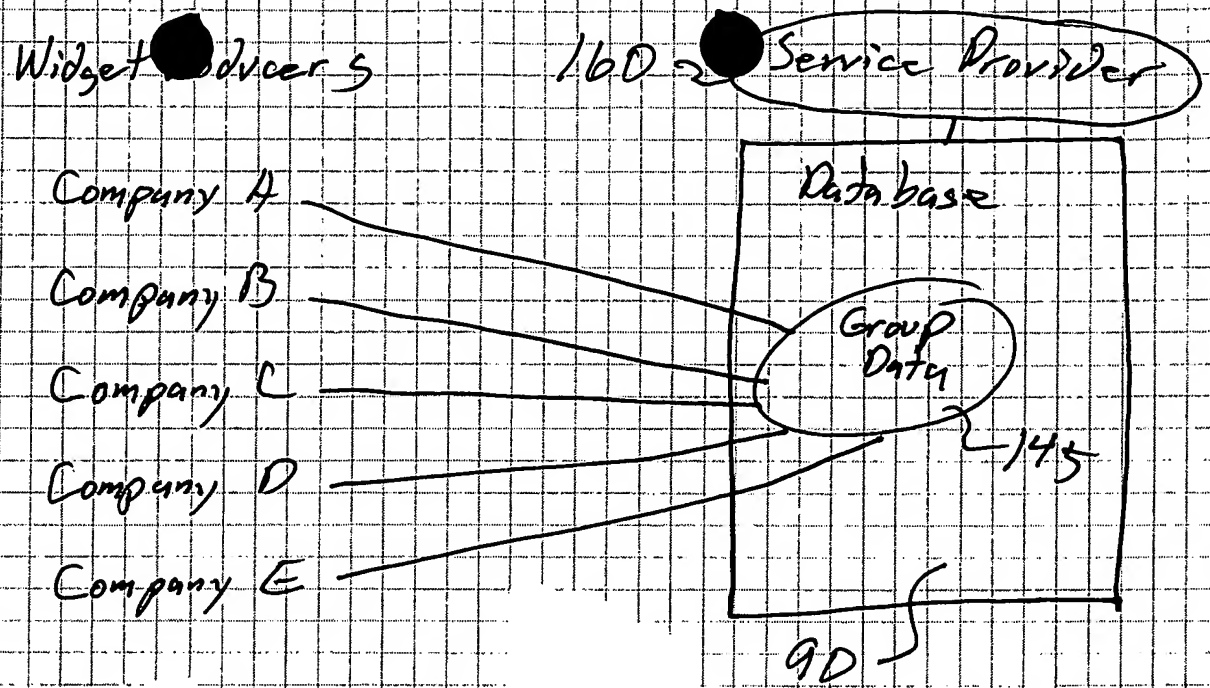

Widget Producers
160
Service Provider
175
Company A
Company B
Company C
Company D
Company E
Database
Group Data
145
90

Fig 20

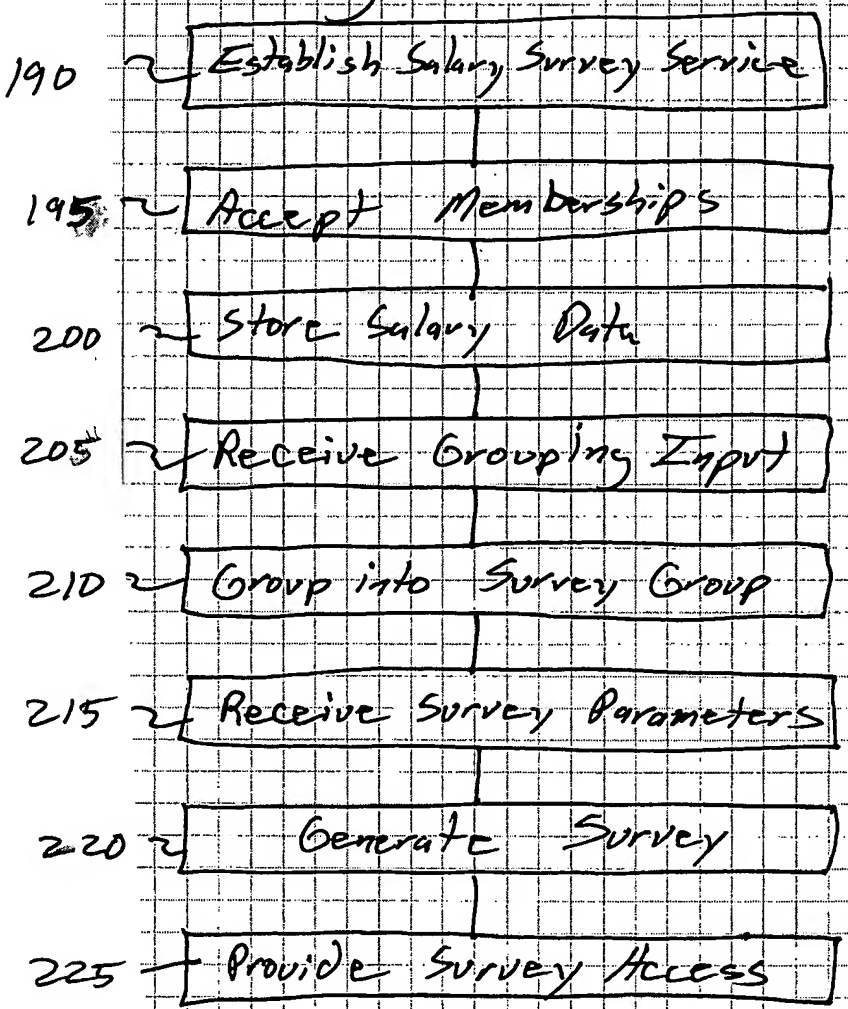

190
Establish Salary Survey Service
195
Accept Memberships
200
Store Salary Data
205
Receive Grouping Input
210
Group into Survey Group
215
Receive Survey Parameters
220
Generate Survey
225
Provide Survey Access

Fig 21